

MINUTES OF THE
PERSONNEL COMMITTEE
MONDAY, NOVEMBER 17, 2008

At a meeting of the **Personnel Committee**, held Monday, November 17, 2008, in the Board Room, on the 9th Floor of the Administration Building, Mount Clemens, the following members were present:

Camphous-Peterson-Chair, Brdak, Bruley, Crouchman, DeSaele, DiMaria,
Doherty, Drolet, Duzyj, D. Flynn, J. Flynn, Lund, Mijac, Rengert, Roberts,
Rocca, Sauger, Slinde, Switalski, Szczepanski, Tocco, Torrice and Vosburg.

Absent and excused were Brown, Gielegthem and Haggerty.

There being a quorum of the committee present, Chair Camphous-Peterson called the meeting to order at 9:06 a.m.

PLEDGE OF ALLEGIANCE

The Pledge of Allegiance was recited.

AGENDA

MOTION

A motion was made by Duzyj, supported by J. Flynn, to adopt the agenda, as amended to include #6a, #9a and one additional resolution (#11c). **The Motion Carried.**

MINUTES

MOTION

A motion was made by Rengert, supported by Rocca, to approve the July 22, 2008 minutes of this committee, as written. **The Motion Carried.**

RECOGNITION OF RECENT RETIREES

The following individuals were unable to be present:

Elizabeth Bursey	21 years 4.0 months
Donald Penrod	25 years 10.1 months
Karen Odam	15 years 1.0 months
Rose Strencansky	8 years 1.8 months
Marc DeRush	28 years 4.4 months
Cheryl Doherty	10 years 5.2 months
Terry Kurzatkowski	20 years 8.9 months

Keith Robinson	28 years 2.5 months
Dora Centofanti	19 years 8.4 months
Vojislav Rakic	31 years 3.3 months

REPORT BY EMPLOYER SUPPORT OF THE GUARD AND RESERVE (ESGR)

Mr. Gary Aten, Executive Director, provided an overview of the ESGR and their services.

The following Commissioner spoke: Camphous-Peterson.

RECONFIRMATION OF VACANCIES

The following Commissioner spoke: Bruley.

Commissioner Bruley offered a motion that the Acting Director of the Human Resources Department discuss the position of Computer Maintenance Clerk for Macomb/St. Clair Employment and Training Agency with the department head regarding whether there is a critical need for it, as well as any other 24-7 positions.

Commissioner Szczepanski noted that Commissioner Bruley spoke before offering a motion.

Commissioner Doherty requested separation of the positions.

The following Commissioners spoke: J. Flynn, Crouchman and Vosburg.

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DOHERTY, SUPPORTED BY BRDAK, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION OF ONE CASE MANAGER FOR MACOMB/ST. CLAIR EMPLOYMENT AND TRAINING AGENCY.

Commissioner Bruley asked that as part of this approval, employees within the County be looked at first.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED.**

MOTION

A motion was made by Bruley, supported by J. Flynn, to postpone action on the position of Computer Maintenance Clerk for the Sheriff's Office and that the Acting Director of the Human Resources Department discuss the critical need for this position with the Sheriff, as well as any other 24-7 positions that come up.

The following Commissioners spoke: Vosburg, Doherty, Bruley and Szczepanski.

Chair Camphous-Peterson called for a vote on the motion and **The Motion Carried.**

The following Commissioners spoke: Doherty and Bruley.

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY VOSBURG, SUPPORTED BY DeSAELE, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE RECONFIRMATION OF THE FOLLOWING VACANCIES:

ONE NURSE AIDE	MARTHA T. BERRY
ONE REHABILITATION NURSE AIDE	MARTHA T. BERRY
TWO TEAM LEADERS	MARTHA T. BERRY
ONE UNIT CLERK	MARTHA T. BERRY
ONE DISPATCHER	SHERIFF

FURTHER, THAT THE ACTING HUMAN RESOURCES DIRECTOR DISCUSS THE NEED FOR THE POSITIONS WITH THE DEPARTMENT HEADS AND PROCEED ACCORDINGLY.

THE MOTION CARRIED.

APPROVAL OF AN AMENDMENT TO THE COUNTY HIRING POLICY IN REGARD TO VACANT ENTRY LEVEL POSITIONS

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY DUZYJ, SUPPORTED BY TORRICE, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE AN AMENDMENT TO THE COUNTY HIRING POLICY IN REGARD TO VACANT ENTRY LEVEL POSITIONS AS OUTLINED IN A NOVEMBER 10, 2008 CORRESPONDENCE FROM THE ACTING HUMAN RESOURCES DEPARTMENT DIRECTOR.

The following Commissioners spoke: Vosburg, DeSaele and Doherty.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED.**

APPROVAL OF MODIFIED EMPLOYEE ASSISTANCE PROGRAM (EAP) CONTRACT FOR 2009

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SZCZEPANSKI, SUPPORTED BY VOSBURG, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS APPROVE THE MODIFIED EMPLOYEE ASSISTANCE PROGRAM (EAP) CONTRACT FOR 2009.

The following Commissioners spoke: Doherty, DeSaele, Vosburg and Szczepanski.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED.**

**RECOMMENDATION FROM PLANNING AND ECONOMIC DEVELOPMENT
COMMITTEE: REASSIGNMENT OF COUNTY LIBRARIANS TO PLANNING &
ECONOMIC DEVELOPMENT DEPARTMENT**

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY J. FLYNN, SUPPORTED BY BRULEY, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS CONCUR WITH THE REQUEST FROM THE DEPARTMENT OF PLANNING AND ECONOMIC DEVELOPMENT TO TRANSFER AND REASSIGN UP TO TWO FULL-TIME LIBRARIAN POSITIONS FROM THE COUNTY LIBRARY TO THE PLANNING AND ECONOMIC DEVELOPMENT DEPARTMENT AS RESEARCH LIBRARIANS FOR THE PURPOSES OF ASSISTING IN ECONOMIC DEVELOPMENT EFFORTS; FURTHER, THESE POSITIONS, WHICH ARE CURRENTLY REPRESENTED BY THE UAW, WOULD CONTINUE TO MAINTAIN UNION STATUS AND CURRENT LEVEL OF WAGES AND BENEFITS AS PROVIDED IN THE UNION CONTRACT. THE IMPLEMENTATION OF THIS RESOLUTION WOULD BE SUBJECT TO DISCUSSIONS WITH THE UAW.

The following Commissioners spoke: Vosburg, DeSaele, Bruley and Doherty.

Chair Camphous-Peterson called for a vote on the motion and **THE MOTION CARRIED** WITH DeSAELE, DROLET, LUND AND VOSBURG VOTING “NO.”

**EXECUTIVE SESSION TO DISCUSS LABOR NEGOTIATIONS AND CONFIDENTIAL
MEMORANDUM FROM CORPORATION COUNSEL**

MOTION

A motion was made by Slinde, supported by Roberts, to enter into Executive Session for the purpose of discussing labor negotiations.

A roll call vote was taken as follows:

Voting Yes were Brdak, Bruley, Crouchman, DeSaele, DiMaria, Doherty, Drolet, D. Flynn, J. Flynn, Lund, Mijac, Rengert, Roberts, Rocca, Sauger, Slinde, Switalski, Szczepanski, Tocco, Torrice, Vosburg and Camphous-Peterson.

The Motion Carried.

In accordance with the motion, committee entered Executive Session at 10:06 a.m., with it concluding at 10:53 a.m.

ADOPTION OF RESOLUTIONS

COMMITTEE RECOMMENDATION – MOTION

A MOTION WAS MADE BY SLINDE, SUPPORTED BY SZCZEPANSKI, TO RECOMMEND THAT THE BOARD OF COMMISSIONERS ADOPT THE FOLLOWING RESOLUTIONS:

- A) SUPPORTING THE NATIONAL GUARD AND RESERVE (OFFERED BY CAMPHOUS-PETERSON);
- B) COMMENDING MCREST ON 20 YEARS OF SERVICE TO THE COMMUNITY (OFFERED BY BOARD CHAIR CROUCHMAN) AND
- C) URGING GOVERNMENT ASSISTANCE TO THE AUTOMOBILE INDUSTRY (OFFERED BY BOARD VICE-CHAIR CAMPHOUS-PETERSON).

Commissioner Vosburg requested separation of C.

Chair Camphous-Peterson called for a vote on A and B and **THE MOTION CARRIED.**

C

The following Commissioners spoke: Vosburg and J. Flynn.

MOTION

A motion was made by DeSaele, supported by Drolet, to refer this resolution to the Legislative and Administrative Services Committee.

The following Commissioner spoke: Szczepanski.

A roll call vote was taken as follows:

Voting Yes were DeSaele, Drolet, Lund, Rengert and Vosburg. There were 5 “Yes” votes.

Voting No were Brdak, Bruley, DiMaria, Doherty, D. Flynn, J. Flynn, Mijac, Roberts, Rocca, Sauger, Slinde, Switalski, Szczepanski, Tocco and Camphous-Peterson. There were 15 “No” votes.

The Motion was Defeated.

Chair Camphous-Peterson called for a vote to adopt the resolution and **The Motion Carried with Drolet and Vosburg voting “No.”**

ADJOURNMENT

MOTION

A motion was made by DiMaria, supported by Szczepanski, to adjourn the meeting at 11:03 a.m. **The Motion Carried.**

Corinne Bedard
Committee Reporter